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EXECUTIVE DIRECTOR'S REPORT ON APPRENTICESHIP AND TRADE CERTIFICATION PROGRAMS FOR 1990

EXCELLENCE THROUGH
TRAINING AND EXPERIENCE

INTRODUCTION

This Report is a narrative review and statistical summary of Apprenticeship and Trade Certification programs and activities for the 1990 calendar year. The Report is produced annually by the Executive Director of Apprenticeship and Trade Certification Division and staff of the Department of Career Development and Employment for the Apprenticeship and Trade Certification Board.

Mr. Al Wheeler,
Acting Chairman
Apprenticeship and Trade
Certification Board
10th Floor, CityCentre
10155 - 102 Street
Edmonton, Alberta
T5J 4L5

Dear Mr. Wheeler:

I am pleased to provide this report on apprenticeship and trade certification programs and activities for the calendar year ending December 31, 1990. The format of the report has evolved over the past few years and was standardized in 1989; therefore, this year it again includes an overview of the systems administrative support and operational divisions and branches. Highlights are provided on the major activities from each area of responsibility.

The report also includes a summary of statistical data and information previously prepared and provided monthly to the Alberta Apprenticeship and Trade Certification Board by the Executive Director of Apprenticeship and Trade Certification and staff of the Department of Career Development and Employment.

Respectfully submitted,

Don Bell

DON W. BELL
Executive Director
Apprenticeship and Trade Certification
Alberta Career Development and Employment

92-03527/

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I. HIGHLIGHTS AND SUMMARY OF STATISTICAL TRENDS FOR 1990

NUMBER OF APPRENTICES REGISTERED

The number of apprentices registered at the end of 1990 totalled **22,574**, an increase of **1622** or **7.7%** over December 31, 1989. This fourth consecutive year of increase indicates a return to the historical pattern of growth in the total number of registered apprentices in Alberta. Chart 1 (appendix, page 26) illustrates this pattern as well as several related statistical trends.

NEW APPRENTICES

The number of new apprentices in 1990 totalled **8,043**, an increase of **460** or **6.1%** over 1989. This pattern of continuous growth since 1984 in the number of new apprentices, reflects the continued growth of the Alberta economy. Tables 1 and 2 (appendix, page 13) show the trades in which new apprentice registrations have significantly increased and declined in 1990.

GRADUATIONS

In 1990, **3,628** apprentices completed all requirements of their apprenticeship training and graduated with Completion of Apprenticeship certificates. This represents an increase of **1.1%** over 1989. This second consecutive year of increase establishes a trend towards growth in the number of graduations which is expected to continue. This trend is the result of consistent growth in the number of new apprentice registrations over the last six years.

RATE OF INDENTURE

The "rate of indenture" (ratio of new apprentices to the total apprentices registered) for 1990 was 27.7% which is a slight decrease of 0.1% over 1989. The rate of indenture continues to remain relatively consistent with historical levels established prior to the economic recession of the early 1980's.

RATE OF CANCELLATION

In 1990, there were **3,228** cancellations of apprenticeship contracts, which is **277** more than in 1989. This resulted in a "cancellation rate" of **11%**. Chart 2 (appendix, page 26) illustrates the consistency in long-term trends for both cancellation and indenture rates.

Note: The number of cancelled contracts should not be interpreted as "apprenticeship drop-outs". Data is not available to distinguish between those who actually left the trade and those who entered training in a related apprenticeship program or registered as an apprentice in another province.

SIGNIFICANT NUMBERS

There were **two** trades (Electrician and Motor Mechanic) which had more than **2,500** apprentices registered. **Six** trades (Beautician, Carpenter, Cook, Heavy Duty Mechanic, Plumber and Welder) had more than **1,000** apprentices registered.

JOURNEYMAN UPDATING PROGRAM

During 1990, **1952** Certified Journeyman attended courses to update their trade skills under the Journeyman Updating Program. This is a decline of **212** or **9.8%** over 1989. Chart 5 (appendix, page 28) illustrates the pattern of growth and decline in attendance since the program was introduced in 1984.

The decline in attendance does not indicate a decrease in demand for Journeyman Updating courses but rather reflects a reduced training capacity at most of the post secondary training establishments funded for apprenticeship (and related) training. This reduced capacity is largely the result of continued increases in apprentice enrollments. Alternatives relating to program funding, scheduling and delivery are currently under review.

JOURNEYMAN UPGRADING PROGRAM

Attendance in Journeyman Upgrading courses increased from 40 in 1989 to 70 in 1990. This trend towards increased demand for Journeyman Upgrading is shown in Chart 4 (appendix, page 27). One of the factors contributing to this is the rising demand for certified tradepersons which corresponds with increased provincial migration of workers who require upgrading of their skills to meet Alberta certification standards.

APPRENTICESHIP WORK EXPERIENCE PROGRAM

This new program launched in 1989 is designed to address potential skill shortages by creating training positions within provincial government departments in those trades where skill shortages are anticipated. The program funds approximately 100 training positions annually.

In 1990, five apprentices completed their apprenticeship training under this program.

INTERNATIONAL TRAINING INITIATIVES

During 1990, the number of apprentices registered under the International Training project increased from three to ten. In this pilot project apprentices employed with the Dugas Company in the State of Dubai, one of the seven United Arab Emirates, are registered as Alberta apprentices. The on-the-job training component of the program occurs in Dubai and the technical training is done in Alberta. Upon successful completion of the program, these Dubai nationals will obtain Alberta certification in their trade. This project includes apprentices enrolled in the Millwright, Machinist, Electrician, Instrument Mechanic and Partsman trades.

In October of 1990, Apprenticeship and Trade Certification in cooperation with the International Education and Applied Research Division of Northern Alberta Institute of Technology (NAIT), hosted a delegation from the Ministry of Higher Education in Zimbabwe. The purpose of this visit was to study the operation of Alberta's Apprenticeship and Trade Certification system and programs as a model for their country to use.

II. THE ALBERTA APPRENTICESHIP AND TRADE CERTIFICATION BOARD

The Apprenticeship and Trade Certification Board is established under the authority of the Manpower Development Act to provide a voice for industry (employers and employees) as well as the general public in apprenticeship and trade certification matters.

The Board's primary function is to advise the Minister of Career Development and Employment on all matters pertaining to apprenticeship training and trade certification. In addition the Board's responsibilities include reviewing petitions for designation of new trades and assessing Provincial Apprenticeship Committee recommendations relative to various trade regulations and training programs. The Board also hears and rules on appeals regarding decisions made by the Executive Director.

In making policy decisions and carrying out its obligations, the Board draws upon the specific expertise of **53** Provincial Apprenticeship Committees; one for each designated trade. Membership of the Provincial Apprenticeship Committees is comprised of all Local Apprenticeship Committee members; therefore, the Board is guided by over **900** members representing all areas of Alberta. In addition, the Board has the authority to call public meetings to broaden its input on matters relating to its responsibility under the Act.

The Board consists of a Chairman, a minimum of three employer representatives, and an equal number of employee representatives as well as the Executive Director of Apprenticeship and Trade Certification. Also included are two members representing the general public.

During 1990, the term of office for **six** Board members expired and **nine** new members were appointed.

At the end of the calendar year the membership of the Board was as follows:

CHAIRMAN	John D. Ritter
EXECUTIVE DIRECTOR	Don W. Bell
REPRESENTING EMPLOYERS	
	Bill W. Mahon
	Don J. Watson
	Carol A. Gendreau
	Jake Thygesen
	Terry N. Befus
	Gordon Campbell

REPRESENTING EMPLOYEES

John F. Briegel
Larry R. Conley
John Rodden
Peter A. Giesbrecht
Wayne Grove
Ron Townsend

REPRESENTING GENERAL PUBLIC

Al Wheeler

The following is a summary of the Board's activities for 1990.

BOARD MEETINGS

The Apprenticeship and Trade Certification Board held **seven** regular meetings in 1990. During these meetings business arising from **28** Provincial Apprenticeship Committee meetings including approval of changes to trade regulations, course content and record books were concluded.

DELEGATIONS

During 1990, the Board heard presentations from delegations representing the **Insulator**, **Millwright** and the **Steel Fabricator** trades regarding redesignation of these trades from "qualification" to "proficiency" status.

In addition, the Board heard a presentation from the Alberta Tourism Council regarding the development of a training and certification program for the tourism industry.

APPRENTICESHIP COMMITTEE APPOINTMENTS

The Board appointed **265** nominees for membership on Local Apprenticeship Committees in 1990. **Twenty** appointments were rescinded by the Board.

TRADE REGULATIONS

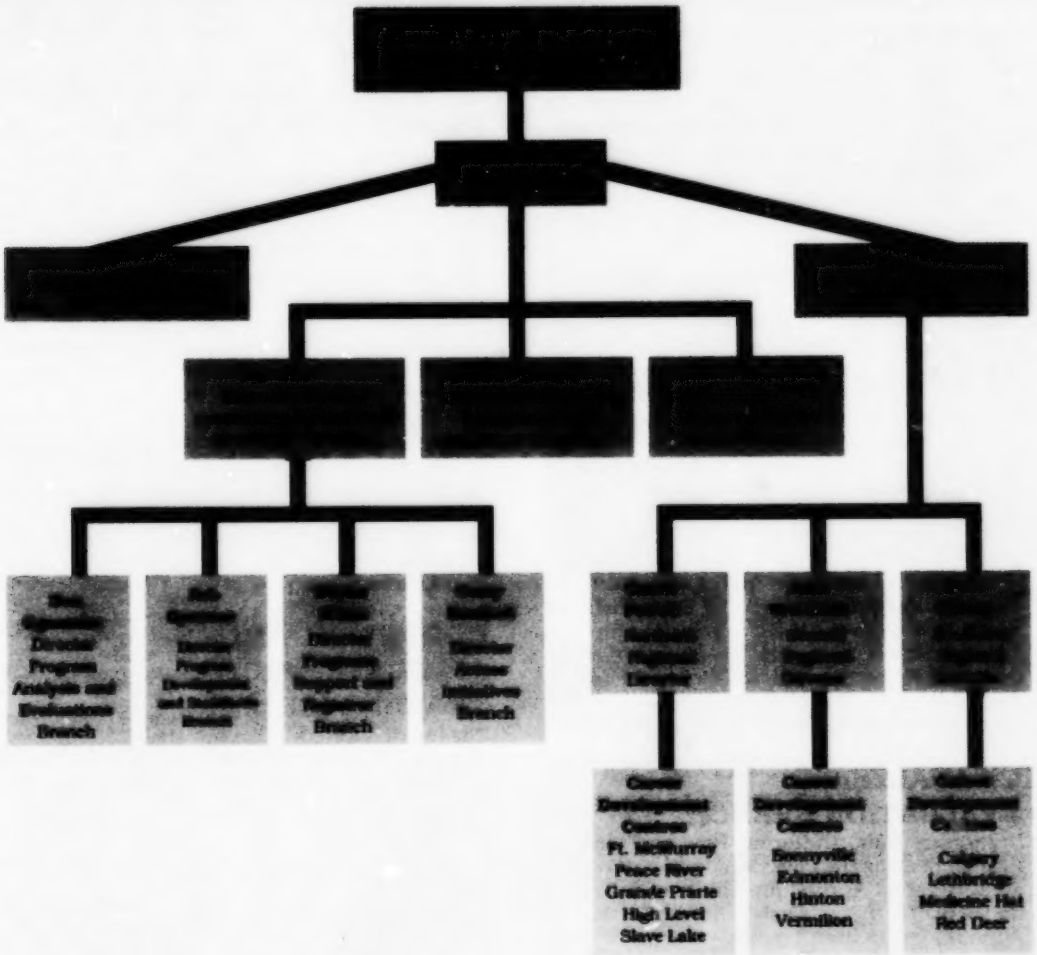
On the recommendation of the Board, Ministerial Orders were filed in 1990 for the **Bricklayer** trade (193/90), **Cement Finisher** trade (165/90), **Gasfitter** trade (165/90), **Crane and Hoisting Equipment Operator** trade (24/90), **Sheetmetal Worker** trade (66/90) **Ironworker** trade (1666/90) and the **Locksmith** trade (298/90).

III ORGANIZATIONAL STRUCTURE OF THE APPRENTICESHIP AND TRADE CERTIFICATION DIVISION WITHIN THE DEPARTMENT OF ALBERTA CAREER DEVELOPMENT AND EMPLOYMENT

During the 1990 calender year, organizational changes in the Department of Career Development and Employment resulted in the former Policy and Program Development Division being separated to form the **Policy and Research Division** and the **Apprenticeship and Trade Certification Division**. Under the new organizational structure the Apprenticeship and Trade Certification system and programs are administered across the **Apprenticeship and Trade Certification Division** and **Field Services Division**.

The four main program support and services branches of Apprenticeship and Trade Certification Division are: Program Analysis and Evaluations Branch, Program Development and Standards Branch, Programs Support and Registrar Branch and the Access Initiatives Branch. These branches are responsible for policy and program development, administration, and operationalization of the requirements of the Manpower Development Act. The Field Services Division is responsible for the delivery of apprenticeship training and trade certification services through **13** Career Development Centers in the province.

ORGANIZATIONAL CHART



IV. APPRENTICESHIP AND TRADE CERTIFICATION DIVISION

The mandate of the Apprenticeship and Trade Certification Division is to contribute to the achievement of Alberta's economic and social goals by encouraging and facilitating apprenticeship and trade related training programs and services.

The Division seeks to ensure that apprenticeship and trade related training programs provide an adequate number of appropriately trained workers to meet the needs of the provincial labour market. The Division also strives to enhance public awareness of the value of apprenticeship training; improve the mobility of workers engaged in the trades; and, increase the participation of designated groups such as women, natives, persons with disabilities and visible minorities in the programs. To achieve this mandate the Division takes a lead role in policy analysis, program design and development, and assisting in the maintenance of program integrity through the assessment of program objectives. Each Apprenticeship and Trade Certification branch has a particular role and responsibilities with respect to the activities necessary to fulfill the Division's mandate. An explanation of these activities follows.

POLICY ANALYSIS AND EVALUATION BRANCH

In January, 1990, the former Program Planning Branch became the Policy Analysis and Evaluation Branch. At this time the branch shifted its focus to the analysis and evaluation of Apprenticeship and Trade Certification Division policies and programs.

The branch's primary responsibility is to investigate and recommend ways of enhancing the ability of Apprenticeship and Trade Certification to respond to changing economic, industrial and labour market conditions through the development of a strategic planning and evaluation process. Also, the branch is responsible for: identifying and clarifying existing apprenticeship training and certification goals, objectives and policies; evaluating the effectiveness of existing training processes in relation to current and anticipated requirements of industry; and, recommending strategic direction to stakeholders in Apprenticeship and Trade Certification.

Within its mandate the branch also undertook the following major activities:

APPRENTICESHIP AWARENESS PROMOTIONS PROGRAM

Implementation of the first year of the Apprenticeship Awareness Promotions Program was completed in the spring of 1990 and consisted of an employer mailout and a mass media campaign directed at the general public. While the goal of the mailout campaign was to increase participation in apprenticeship training, the goal of the mass media campaign was to enhance the image of the trades and to promote awareness of the trades as a viable career choice.

During 1990, responsibility for the second year of the program was transferred to the Communications Branch of the Department and is currently administered under the direction of a steering committee comprised of apprenticeship, communications, field services and industry representatives.

COMPETENCY BASED APPRENTICESHIP TRAINING (CBAT)

The Policy Analysis and Evaluation Branch has in previous years been responsible for coordinating the implementation of the CBAT project. During 1990, full management responsibility for CBAT was transferred to the Program Development and Standards Branch, with responsibility for program evaluation remaining with the Policy Analysis and Evaluation Branch. In this regard, an independent consultant has been contracted to evaluate the project on a year by year basis. A final report will be produced in 1992 at the end of the pilot project

LEGISLATIVE INITIATIVES

In response to the need for a new training framework to accommodate both present and future labour market needs, the department developed a comprehensive legislative framework for apprenticeship and industry training. This included a discussion paper entitled, the "Training and Certification of Alberta's Skilled

Work Force", a "Proposal for an Industry Training Act", and a draft paper on "designations" and "exemptions" under the proposed new Act. During 1990, the initial draft of the proposed legislation contained in the above documents was released for public comment and widely circulated to those currently involved in the apprenticeship training partnership and others affected by the training of individuals in the labour force.

To facilitate public comment and feedback on the discussion paper, the Policy Analysis and Evaluation Branch undertook the following as a secretariat: analyzing and categorizing comments received from the public concerning the proposed legislation to identify major issues and trends; preparing responses and acknowledgments for all public comments received; developing and completing a telephone survey to determine employers' attitudes towards the initiatives in the proposed legislation and analyzing the results; organizing workshops for Local/Provincial Apprenticeship Committee members to obtain feedback on the proposed legislation and analyzing the results; and, preparing reports and presentation materials and reports on the outcomes of these activities for the Legislative Steering Committee and the Minister.
These activities will continue into 1991 and serve to shape and develop the final legislative response to industry and public feedback.

PROGRAM DEVELOPMENT AND STANDARDS BRANCH

The mandate of the Program Development and Standards Branch relates primarily to program development activities including developing, revising and maintaining course outlines, examinations, record books and trade regulations for **53** designated trades. This involves ongoing consultation with business and industry, training establishments, and government departments as well as federal and interprovincial liaison.

The following is a summary of Branch activities for 1990:

MEETINGS AND LIAISON CALLS

The branch's mandate necessitates numerous meetings and contact with various apprenticeship committees, especially Provincial Apprenticeship Committees (PACs), to ensure industry is significantly involved in keeping curriculum relevant to, and current with, acceptable trade practices.

In 1990, the branch organized and chaired **28** PAC meetings and **83** PAC subcommittee meetings. Branch personnel also acted in an advisory capacity at **53** Local Apprenticeship Committee (LAC) meetings. In addition, the branch held **227** meetings with training institution personnel and made **220** separate liaison calls at training establishments. (Table 3, page 14 of the appendix provides a complete breakdown by trade of all PAC and instructor meetings held in 1990). In keeping with the branch's mandate of ensuring significant industry involvement in all curriculum and program changes, branch personnel also made **235** liaison calls at industry work sites during the year.

CURRICULUM/ COURSE DEVELOPMENT

In 1990 the branch continued its work in developing and maintaining curricula and "Course Outlines" for each of the trades. This activity involves the development and sequencing of training course objectives for each of the major topic areas in a trade as well as the development and revision of trade examinations to ensure effective measurement of the achievement of course objectives. During 1990, the branch developed and revised **15** course outlines and **47** trade examinations.

INTERPROVINCIAL RED SEAL PROGRAM

The branch also continued its work with the Interprovincial Red Seal Program. This program permits mobility to qualified trades people by establishing and maintaining national standards in the designated "Red Seal" trades. This is accomplished in coordination with other provinces, territories and the federal government.

In the Interprovincial Standards program, examinations and "Red Seal" endorsements are available in 26 trades.
Branch activities in regard to this program involved participating in the work of the Interprovincial Standards Examination Committee (ISEC). This included developmental work on the **Steamfitter-Pipefitter** and **Heavy Duty Mechanic** interprovincial examinations.

Assistance was also provided to other provinces in the revision of an additional **7** interprovincial examinations. In 1990, the **Steamfitter-Pipefitter**, **Carpenter**, **Heavy Duty Mechanic** and **Motor Mechanic** interprovincial examinations were released for use.

The branch also participated in the continued development and revision of the Interprovincial Standards Program's National Occupational Analysis Series. This included the completion of **15** National Trade Analysis Reports in 1990.

JOURNEYMAN UPDATING PROGRAM

The Journeyman Updating Program is designed to enhance the skills and knowledge of certified journeymen in areas of their trade most effected by technological change. In 1990, the development of new updating courses as well as the revision and maintenance of approximately **210** existing courses continued to be a priority.

ACCREDITATION

The branch also reviews and approves, in accordance with policies established by the Provincial Apprenticeship Committees, accreditation for trade related programs offered by post-secondary institutions in Alberta. In 1990 approximately **93** pre-employment and other "front-end" trade training programs were approved for delivery at **20** training locations.

TRADE REGULATIONS

In consultation with representatives from industry and the trade committees, new trade regulations were developed for the Projectionist, Hairstylist and Locksmith trades. In addition, revisions were made to the existing trade regulations for the **Bricklayer, Gasfitter, Sheetmetal Worker, Roofer, Ironworker Steamfitter-Pipefitter, Cement Finisher** and **Electrician** trades.

COMPETENCY BASED APPRENTICESHIP TRAINING (CBAT)

During 1990, full management responsibility for the Competency Based Apprenticeship Training program (CBAT) was transferred from the Program Analysis and Evaluations Branch to the Program Development and Standards Branch.

CBAT is a new approach to the training of apprentices which allows each individual to progress through the training at a rate determined by his or her own capability and work experience. CBAT was introduced as a four-year pilot project in the **Carpenter**, **Welder** and **Electrician** trades at the beginning of the 1988-89 school year. An independent consultant has been contracted to evaluate the project on a year by year basis. A final report will be produced at the end of the pilot project.

One of the branch's primary CBAT-related responsibilities during 1990 was to assist with resolving various issues which are being identified through the evaluation process and to initiate the delivery of third-period technical training in the CBAT pilot trades.

OTHER MAJOR INITIATIVES

The launching of the **Projectionist** trade was another major initiative undertaken by the Program Development and Standards Branch in 1990. This involved the development of a complete skills profile for this trade and a journeyman certification examination.

PROGRAMS SUPPORT AND REGISTRAR BRANCH

The primary role of this branch relates to the Division and Department's overall mandate to develop an appropriately skilled workforce to meet the needs of industry and the Alberta economy . The branch helps achieve this goal by ensuring the efficient utilization of the provincial technical training system. This requires ongoing interaction with representatives from the technical training institutions, Advanced Education and the Federal government. The branch is also responsible for assessing and developing policies to ensure training and certification standards are maintained throughout the province's regionalized delivery system.

The main focus of branch activities are: negotiating, coordinating and implementing apprenticeship and journeyman training and examination schedules; assessing examination results and maintaining examination security. In addition to these activities the branch is also involved in the development and maintenance of the electronic data-base (Skilled Trades Information System) used to administer the Apprenticeship and Trade Certification system

and activities. A related role of this branch is to provide data and other program related information to the Apprenticeship and Trade Certification Board, apprenticeship committees and other Apprenticeship branches.

The following is a summary of branch activities for 1990.

TECHNICAL TRAINING ATTENDANCE

In 1990, the branch arranged training spaces for and scheduled a total of **15,413** trainees to attend courses at **15** training establishments. Apprentices utilized **13,391** of these spaces through **794** scheduled classes. The Journeyman Updating and Upgrading programs utilized **1,952** and **70** class spaces respectively. A decline from 1989 of **212** attendees in Journeyman updating courses was offset by an increase of **1359** in the number of apprentices attending technical training. This increase in apprenticeship training requirements is expected to continue in the early 1990's as a result of the higher levels of new apprentice registrations experienced in recent years. Chart 6 (appendix, page 28) illustrates historical apprenticeship training space utilization levels and the recent trend towards increased need for apprentice technical training spaces.

ALLOCATION OF TRAINING SEATS AT PROVINCIAL TRAINING ESTABLISHMENTS

The branch endeavors to meet regional training requirements by arranging, where possible, for apprentices to attend technical training in their area. During 1990, apprenticeship technical training courses were scheduled at **15** different locations in the province. Tables 4, 5, and 6 (appendix, pages 16 and 17) provide a complete analysis of training seat allocations in 1990.

TECHNICAL TRAINING FOR INTERPROVINCIAL AND INTERNATIONAL APPRENTICES

Under an interprovincial arrangement, Alberta provides technical training for apprentices registered in other Canadian jurisdictions where the enrollments in a trade are to small to make training viable in that jurisdiction. During 1990, technical training was provided to apprentices from the following provinces/territories:

BRITISH COLUMBIA - 6
ONTARIO - 2
MANITOBA - 8
NORTHWEST TERRITORIES - 116
SASKATCHEWAN - 7
YUKON - 43

Under a similar arrangement, **14 Sawfiler** apprentices, registered in Alberta, received their technical training at the British Columbia Institute of Technology (BCIT), during 1990.
Alberta also assists other jurisdictions, both other provinces/territories and other countries where apprenticeship training is required but the trade is not designated and training not available in that jurisdiction. In these situations individuals are registered as Alberta apprentices, are provided technical training and graduate with Alberta certification. During 1990, training was provided under this arrangement for the following jurisdictions:

BRITISH COLUMBIA - 2
SASKATCHEWAN - 4
DUBAI UNITED ARAB EMIRATES - 2

JOURNEYMAN CERTIFICATION

There were **5,932** Alberta Journeyman Certificates issued in 1990. Of these, **3,430** were issued to graduating apprentices; **176** were issued to journeymen from other provinces who had either interprovincial status or a completion of APPRENTICESHIP CERTIFICATE; and **2,326** were issued to candidates who successfully challenged the Alberta journeyman examination.

INTERPROVINCIAL RED SEALS

Based on successful completion of the interprovincial standards examination, a total of **3,060** interprovincial Red Seals were issued during 1990. Of these **2,706** were issued to graduating Alberta apprentices and **352** were issued to candidates who had previously obtained their Journeyman Certificate.

JOURNEYMAN UPDATING CARDS

During 1990, Journeyman Updating Course Attendance Cards were issued to 1764 certified journeymen who completed an updating course.

EPB/GPB CERTIFICATE EXCHANGES

In 1990, **40** expired Journeyman Certificates, issued by either the Electrical Protection Branch (EPB) or the Gas Protection Branch (GPB), were exchanged for Certificates of Proficiency.

REPLACEMENT OF CERTIFICATES

During 1990, replacement trade certificates were issued to **455** tradespersons who had either misplaced their original certificates or had a change of name. In addition, **812** pocket certificates and **7** Journeyman Updating course attendance cards were replaced upon client request.

NOTE: Table 7 (appendix, page 19) provides a statistical analysis by trade of all certificates issued, replaced or exchanged in 1989.

ACCESS INITIATIVES BRANCH

The primary objectives of the Access Initiatives Branch are to develop policies and programs that promote the increased participation of women, Natives, persons with disabilities, immigrants, and visible minorities in apprenticeship training in Alberta. The branch also provides specialized assistance to apprentices with special needs. This includes arranging sign language interpretation for the deaf, and various other forms of assistance with examinations.

The following is a summary of branch activities for 1990:

PARTICIPATION BY MINORITY GROUPS

At the end of 1990, approximately one in eleven registered apprentices were women. Of these, approximately **90%** were registered as apprentices in the service trades, and **3%** in non-traditional construction trades. Native people made up approximately **1%**. Fewer than **0.1%** of apprentices were classified as disabled. There are no accurate figures available for the participation of visible minorities and immigrants in apprenticeship.

During 1990, Access Initiatives staff continued to visit correctional institutions to administer examinations, and engaged in ongoing consultations with disabled apprentices, their employers and their instructors.

TRADES AND TECHNOLOGY CAREERS FOR WOMEN - PILOT PROJECT

A major activity of the Access Initiatives Branch during 1990 was the research and development of an initiative to help companies implement employment equity objectives by "bridging" women from clerical and administrative positions, into trades and technical positions within the company.

A series of interviews with employers indicated that many firms are willing to hire more female apprentices, but few qualified women were applying for such positions. A complementary series of interviews with women showed that many were interested but few applied because they believed that employers would not seriously consider them as apprenticeship applicants.

A pilot project was subsequently developed and marketed to Alberta companies which was designed to overcome this gap between expressed interest and the reality of the labour market. Several companies are interested in participating in a project to hire more women as apprentices. The first pilot projects are scheduled to start in early 1991.

NEW VIDEO

A 13 minute video, "Oh Brother", was produced and distributed to employer groups and associations through regional Career Development Centers. The video deals with demographic changes and promotes the hiring of applicants from minority groups. The video has won a Gold Award from the International Television and Video Association Western Region.

PROMOTIONAL MATERIALS FOR SCHOOLS

During 1990, a "Handbook for Teachers" designed to assist school counsellors and CALM instructors to inform students about the trades as a career option, was completed and distributed throughout Alberta High Schools. Brochures and a seminar guide were also developed for school teachers and counsellors who

want more detailed information on careers in the trades and technologies.

A poster, "Plot Your Course", was distributed to junior high and high school students.

PERSONS WITH DISABILITIES

In the spring of 1990, Access Initiatives mailed a brochure "Focus on Ability" to over 60,000 small and medium-sized employers in Alberta. The Brochure, produced in conjunction with the Premier's Council on the Status of Persons with Disabilities, was supported by a handbook containing detailed information for employers on hiring persons with disabilities. It also included interview tips and a listing of employment and placement agencies.

V. FIELD SERVICES DIVISION

The Field Services Division is the department's primary delivery arm and provides the major link for individuals, employers and agencies who access Career Development and Employment services and programs.

The division co-ordinates and controls the department's regionalized delivery system. Within this division thirteen Career Development Centers (CDCs) provide a full range of Apprenticeship and Trade Certification program services to employers, journeymen and apprentices in their geographic areas. These offices are located in Bonnyville, Calgary, Edmonton, Fort McMurray, Grande Prairie, High Level, Hinton, Lethbridge, Medicine Hat, Peace River, Red Deer, Slave Lake and Vermilion. This regionalized delivery system facilitates ready access to services for both employers and employees through office visits or staff visits to the job site.

Job site visits are conducted by field staff who represent the government on matters relating to Apprenticeship and Trade Certification. This direct contact ensures both employers and employees are counselled on apprenticeship training and journeyman certification in the designated trades. The mandate of the department's field staff with respect to job site visits revolves around monitoring training with emphasis on consulting with business, industry and individuals to encourage the development of skilled trades people to meet Alberta's needs. Staff also work with Local Apprenticeship Committees (LACs) who are government's primary contact with industry to ensure local input on Apprenticeship and Trade Certification matters and to ensure application and enforcement of the Manpower Development Act and Trade Regulations meet intended objectives. In addition to job site visits, field staff are responsible for providing counselling and liaison services at all training establishments delivering apprenticeship training as well as providing other related community services including participation at High School Career events, trade shows, etc.

The following is a summary of Field Services Division activities as they relate to the delivery of Apprenticeship and Trade Certification system programs.

SHOP REGISTRATIONS

One of the major activities of field staff is the ongoing registration of shops/businesses employing apprentices and journeyman. During 1990, field staff completed **12,170** shop registrations, an increase of **3,582** or **42%** over 1989.

LOCAL APPRENTICESHIP COMMITTEE MEETINGS

Field Services staff coordinate industry involvement in local apprenticeship training and trade certification matters by organizing and chairing Local Apprenticeship Committee (LAC) meetings. In 1990, field staff organized **231** LAC meetings which is a **14%** increase over the number of meetings held in 1989.

NEW APPRENTICE REGISTRATIONS

During 1990, field staff also provided assistance to employers and individuals in establishing **8,043** new apprenticeship contracts. This is **6%** more than in 1989 and represents the sixth consecutive year of growth in this area of Field Services Division activities.

SCHOOL ATTENDANCE

Field staff play a crucial role in maintaining efficient use of class space at the **15** technical training establishments involved in delivery of apprenticeship technical training. In 1990, field staff were responsible for the registration, documentation and follow-up of **794** classes and **13,391** apprentices, which is an increase of **11.2%** over 1989.

ADMINISTRATION OF EXAMINATIONS

Another major area of field service activity is the administration of examinations for prospective and indentured apprentices as well as for tradespeople who qualify to challenge the Alberta Journeyman Certification examination(s). In 1990 field staff administered **33,512** examinations which represents a **5%** increase over 1989.

Table 8 (appendix, page 21) provides a complete listing by trade and examination type of all examinations administered by Field Services Division.

GRADUATIONS

Field staff are also involved in the administrative procedures for terminating the apprenticeship contract for those who successfully complete all apprenticeship training requirements. In 1990, **3,628** apprentices graduated from the apprenticeship system with Completion of Apprenticeship and Alberta Journeyman Certificates.

COMMUNITY SERVICES

Field staff regularly participate in Career Day events with other government agencies, institutions and private sector business to promote an awareness of occupations and careers. This promotional activity helps students make informed choices regarding a broad scope of opportunities in technological occupation and trades.

NOTE: Table 9 (appendix, page 23) provides a statistical summary of major Field Services activities related to Apprenticeship and Trade Certification program delivery in 1990.

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TABLE 1

TRADES IN WHICH NEW APPRENTICE REGISTRATIONS INCREASED SIGNIFICANTLY DURING 1990

TRADES	NEW APPRENTICES IN 1989	NEW APPRENTICES IN 1990	PERCENT GROWTH
LATHER - INTERIOR SYSTEMS MECHANIC	10	36	260%
SPRINKLER SYSTEMS INSTALLER	14	38	171%
POWER SYSTEM ELECTRICIAN	34	63	85%
BRICKLAYER	21	38	81%
INSULATOR	50	82	64%
IRONWORKER	23	36	57%
SHEETMETAL WORKER	114	178	56%
PLUMBER	258	383	48%
AGRICULTURAL MECHANIC	30	40	33%
INSTRUMENT MECHANIC	250	318	27%
STEEL FABRICATOR	27	34	26%
ELECTRICIAN	716	895	25%
GASFITTER	47	58	23%
LANDSCAPE GARDENER	107	128	20%
POWER LINEMAN	66	77	17%
CARPENTER	543	630	16%
TILESETTER	19	22	16%
ROOFER	36	41	14%
APPLIANCE SERVICEMAN	30	34	13%
STEAMFITTER - PIPEFITTER	134	148	10%

TABLE 2

TRADES IN WHICH NEW APPRENTICE REGISTRATIONS DECREASED SIGNIFICANTLY DURING 1990

TRADES	NEW APPRENTICES IN 1989	NEW APPRENTICES IN 1990	PERCENT DECLINE
MILLWRIGHT	258	236	-9%
AUTOBODY MECHANIC	274	250	-9%
MACHINIST	128	115	-10%
PARTSMAN	279	250	-10%
BEAUTICIAN	743	665	-10%
ELECTRONIC TECHNICIAN	53	46	-13%
ELECTRICAL REWIND MECHANIC	20	17	-15%
RECREATION VEHICLE MECHANIC	46	38	-17%
FLOORCOVERING MECHANIC	46	33	-28%
BOILERMAKER	42	29	-31%
WATER WELL DRILLER	30	17	-43%
CEMENT FINISHER	10	5	-50%
SAWFILER	14	4	-71%

TABLE 3

PROVINCIAL APPRENTICESHIP COMMITTEE AND INSTRUCTOR MEETINGS DURING 1990

TRADES	PAC MEETINGS	SUB-COMMITTEE MEETINGS	INSTRUCTOR MEETINGS	HIGHLIGHTS
AGRICULTURAL MECHANIC	1	1	2	revised course outline and examinations
APPLIANCE SERVICEMAN	1	2	3	revised examinations
AUTOBODY MECHANIC	1	1	0	revised course outline
BAKER	1	0	1	revised course outline and examinations
BARBER/BEAUTICIAN (Hairstylist)	1	3	14	amalgamation of barber & beautician trades including an industry survey and development of new course outline and examinatons
BOILERMAKER	1	3	6	revised course outline and reviewed examinatons
BRICKLAYER	1	1	0	revised trade regulations and examinatons
CABINETMAKER	0	6	21	revised course outline and reviewed examinatons
CARPENTER	1	3	14	revised examinations, reviewed course outline & CBAT activities
CEMENT FINISHER	0	0	3	monitored program viability with respect to low enrollments
COMMUNICATION ELECTRICIAN	0	1	3	reviewed course outline
COOK	1	0	4	reviewed course outline and examinations
CRANE AND HOISTING OPERATOR	1	1	0	revised trade regulations and developed examinations
ELECTRICAL REWIND MECHANIC	1	0	1	revised examinations
ELECTRICIAN	1	3	20	revised examinatons and continued implementation of CBAT
ELECTRONIC TECHNICIAN	0	1	1	revised course outline
ELEVATOR CONSTRUCTOR	0	0	0	
FLOORCOVERING MECHANIC	0	2	4	revised course outline, examinatons and occupational analysis
GASFITTER	0	0	3	revised regulations and implemented a two tier certificate system
GLASSWORKER	1	2	1	revised course outline and examinations
HEAVY DUTY MECHANIC	0	1	18	revised course outline and examinations
INSTRUMENT MECHANIC	0	2	4	revised examinations
INSULATOR	1	0	3	revised examination
IRONWORKER	1	1	0	revised course outline
LANDSCAPE GARDENER	1	0	1	revised examinaton
LATHER - INTERIOR SYSTEMS MECH.	0	0	1	reviewed course outline
LOCKSMITH	3	19	0	developed regulations, course outline, exams and record book
MACHINIST	1	5	11	significant revisions to course outline
MILLWRIGHT	0	3	12	revised examinations

TABLE 3 Continued

PROVINCIAL APPRENTICESHIP COMMITTEE AND INSTRUCTOR MEETINGS DURING 1990

TRADES	PAC MEETINGS	SUB-COMMITTEE MEETINGS	INSTRUCTOR MEETINGS	HIGHLIGHTS
MOTORCYCLE MECHANIC	0	2	5	revised journeyman examination
MOTOR MECHANIC	0	1	1	revised examinations
PAINTER AND DECORATOR	0	1	9	revised examinations
PARTSMAN	0	0	3	monitored training requirements re: extension of program
PLUMBER	1	4	8	revised course outline and examinations
POWER LINEMAN	0	0	1	reviewed course outline
POWER SYSTEM ELECTRICIAN	0	0	2	reviewed examinations
PRINTING & GRAPHIC ARTS CRAFTS.	0	0	3	reviewed course outline
RECREATION VEHICLE MECHANIC	0	1	1	revised examinatons
REFRIGERATION & A.C. MECHANIC	0	2	4	implemented trade name change, revised trade regulations and developed occupational analysis
ROOFER	1	4	10	revised course outline and examinatons
SAWFILER	1	1	0	developed journeyman examination for circular sawfiler
SHEETMETAL WORKER	0	0	6	reviewed course outline
SPRINKLER SYSTEMS INSTALLER	0	0	0	course outline under revision
STEAMFITTER - PIPEFITTER	1	0	3	reviewed course outline and revised trade regulations
STEEL FABRICATOR	0	3	7	revised course outline and examinations
TILESETTER	1	1	2	revised examinatons; an initiative was undertaken to increase industry participation in apprenticeship training
TOOL AND DIE MAKER	1	0	0	reviewed examinations
TRANSPORT REFRIGERATION MECH.	1	0	0	course outline under revision
WATER WELL DRILLER	0	1	2	revised course outline and examinations
WELDER	1	1	9	revised course outline and continued CBAT implementation
TOTALS	28	83	227	

TABLE 4

TOTAL SCHOOL ATTENDANCE BY LOCATION - 1986 TO 1990 (APPRENTICESHIP, UPGRADING AND UPDATING)

	1986	1987	1988	1989	1990
*AVC'S	63	74	47	66	49
DELMAR	75	69	69	81	54
FAIRVIEW	511	491	531	556	585
KEYANO	506	604	474	424	463
LAKELAND	431	556	415	566	619
LETHBRIDGE	570	678	700	762	757
MARVEL	46	97	101	75	81
MEDICINE HAT	234	259	243	238	288
NAIT	6274	6630	5919	5560	6523
OLDS	210	233	157	225	237
RED DEER	1017	1092	1019	955	1024
SAIT	4139	4057	3559	4075	4318
WESTERRA	884	624	621	600	360
EMPLOYER TRAINED	21	27	27	33	41
BCIT (SAWFILERS)0	0	0	0	20	14
TOTAL	**14981**	**15491**	**13882**	**14236**	**15413**

TABLE 5

ANALYSIS OF TOTAL SCHOOL ATTENDANCE - 1990

	APPRENTICES					JOURNEYMAN		
	1ST YR	2ND YR	3RD YR	4TH YR	TOTAL	UPGRADING	UPDATING	TOTAL
*AVC EDMONTON	49	0	0	0	49	0	0	0
*AVC GROUARD	0	0	0	0	0	0	0	0
DELMAR	27	27	0	0	54	0	0	0
FAIRVIEW	193	105	139	96	533	0	52	52
KEYANO	118	113	124	53	408	0	55	55
LAKELAND	133	142	91	56	422	22	175	197
LETHBRIDGE	133	122	131	95	481	0	276	276
MARVEL	26	55	0	0	81	0	0	0
MEDICINE HAT	60	43	63	13	179	0	109	109
NAIT	2008	1490	1387	850	5735	40	748	788
OLDS	89	53	58	37	237	0	0	0
RED DEER	273	256	192	116	837	0	187	187
SAIT	1347	1082	954	577	3960	8	350	358
**WESTERRA	111	81	93	75	360	0	0	0
EMPLOYER TRND	21	14	6	0	41	0	0	0
BCIT (SAWFILERS)	6	3	1	4	14	0	0	0
TOTAL	**4594**	**3586**	**3239**	**1972**	**13391**	**70**	**1952**	**2022**

*AVC, Alberta Vocational Centre

TABLE 6

APPRENTICE TECHNICAL TRAINING ATTENDANCE BY TRADE, 1990

TRADE	FIRST	SECOND	THIRD	FOURTH	TOTAL
AGRICULTURAL MECHANIC	30	13	0	0	43
APPLIANCE SERVICEMAN	18	18	10	0	46
AUTOBODY MECHANIC	169	186	162	0	517
BAKER	48	25	33	0	106
BEAUTICIAN/BARBER (Hairstylist)	53	82	0	0	135
BOILERMAKER	33	38	19	0	90
BRICKLAYER	15	15	37	0	67
CABINETMAKER	85	61	56	43	245
CARPENTER	390	276	228	182	1076
CEMENT FINISHER	9	8	0	0	17
COMMUNICATION ELECTRICIAN	47	28	1	7	83
COOK	213	80	119	0	412
CRANE & HOISTING OPERATOR	0	0	0	0	0
ELECTRICAL REWIND MECHANIC	20	12	0	8	40
ELECTRICIAN	630	461	431	340	1862
ELECTRONIC TECHNICIAN	16	9	35	27	87
FLOORCOVERING MECHANIC	16	18	0	0	34
GASFITTER	25	0	16	0	41
GLASSWORKER	37	24	14	19	94
HEAVY DUTY MECHANIC	321	265	298	270	1154
INSTRUMENT MECHANIC	137	101	93	66	397
INSULATOR	40	22	30	0	92
IRONWORKER	30	14	0	0	44
LANDSCAPE GARDENER	59	40	33	25	157
LATHER-INTERIOR SYSTEMS MECH.	8	8	8	0	24
LOCKSMITH	0	0	0	0	0
MACHINIST	85	102	101	76	364
MILLWRIGHT	211	157	139	107	614
MOTOR MECHANIC	447	442	452	458	1799
MOTORCYCLE MECHANIC	19	0	4	13	36
PAINTER & DECORATOR	37	51	30	0	118
PARTSMAN	172	136	149	0	457
PLUMBER	202	165	175	117	659
POWER LINEMAN	63	32	33	0	128
POWER SYSTEM ELECTRICIAN	13	10	23	21	67
PRINTING & GRAPHIC ARTS	65	29	18	39	151
RECREATION VEHICLE MECHANIC	35	12	0	0	47
REFRIGERATION & A.C. MECHANIC	27	49	35	51	162
ROOFER	21	0	10	0	31
SAWFILER	6	3	1	4	14

TABLE 6 Continued

APPRENTICE TECHNICAL TRAINING ATTENDANCE BY TRADE, 1990

TRADE	FIRST	SECOND	THIRD	FOURTH	TOTAL
SHEETMETAL WORKER	100	76	76	42	294
SPRINKLER SYSTEMS INSTALLER	16	0	7	0	23
STEAMFITTER - PIPEFITTER	82	47	36	57	222
STEEL FABRICATOR	11	14	15	0	40
TILESETTER	10	13	11	0	34
TRANSPORT REFRIG. MECH.	8	5	6	0	19
WATER WELL DRILLER	15	23	0	0	38
WELDER	500	416	295	0	1211
TOTALS	4594	3586	3239	1972	13391

TABLE 7

TRADE CERTIFICATES ISSUED - 1990

TRADE	JOURNEYMAN CERTIFICATES	COMPLETION OF APPRENTICESHIP CERTIFICATES	EXCHANGE CERTIFICATES	RED SEALS TO COMPLETING APPRENTICES	EXTENDED REAL SEAL PROG.	UPDATING CARDS	NUMBER OF CERTIFICATES REPLACED			NUMBER OF POCKET I.D. CARDS REPLACED		
							JOURNEYMAN	COMPLETION OF APP.	EPB/GPB	JOURNEYMAN	COMPLETION OF APP.	UPDATING
AGRICULTURAL MECHANIC	27	15					2	1				
APPLIANCE SERVICEMAN	21	8					1	1		4		
AUTOBODY MECHANIC	189	162	4	131	3	48	7	6		11	6	
BAKER	69	46					2	1				
BARBER	15	5					2	1		5		
BEAUTICIAN	660	565	22	379	96		63	10		86	13	
BOILERMAKER	26	14		14	3		2			5	3	
BRICKLAYER	12	12		12						5	2	
CABINETMAKER	45	31								1		
CABINETMAKER (PRODUCTION)	5	1										
CARPENTER	221	162	5	147	7	29	5	3		29	13	
CEMENT FINISHER	3	1										
COMMUNICATION ELECTRICIAN	13	4				1				1	1	
COOK	313	196		178	37		7	1		9	2	
CRANE & HOISTING OPERATOR	-	-	-		-	-	-	-	-	-	-	-
-MOBILE CRANE	168	0					94			10		
-TOWER CRANE	2	0	1				92			9		
-BOOM TRUCK	512	0								6		
ELECTRICAL REWIND MECHANIC	17	2				3						
ELECTRICIAN	338	274	43	232	3	335	16	7	37	70	33	1
ELECTRICIAN (SECOND CLASS)	0	-							1			
ELECTRONIC TECHNICIAN	42	26		15	3	55	3	1				1
ELEVATOR CONSTRUCTOR	5	-					5			1		
ELEVATOR CONST. (IMPROVER)	4	-										
FLOORCOVERING MECHANIC	15	13										
GASFITTER	184	6				95	8		2	29		
GASFITTER (SECOND CLASS)	6	0	2									
GLASSWORKER	23	13		13	5					4	1	
HEAVY DUTY MECHANIC	407	311	16	300	17	223	11	7		35	17	1
INSTRUMENT MECHANIC	157	119	3	110	20	16				5	2	
INSULATOR	43	30				1	2	1		8	4	
IRONWORKER	32	18	3				1	1		5		
LANDSCAPE GARDENER	38	23					1			1		
LATHER-INTERIOR SYS. MECH.	10	9	1							1		
MACHINIST	111	82	1	63	7	6	1	1		2	1	
MILLWRIGHT	255	90	8	87	54	24				16	5	
MOTOR MECHANIC	596	502	29	435	25	630	14	6		48	22	2
MOTORCYCLE MECHANIC	22	13										
PAINTER AND DECORATOR	45	25		24	2	2	4	1		9	3	2
PARTSMAN	231	162					1			3	2	
PLASTERER	0	-					1			1		
PLUMBER	115	102	15	85	2	41	9	4		38	19	
POWER LINEMAN	51	33		25	3		3					
POWER SYSTEM ELECTRICIAN	18	16					7			1	1	

TABLE 7 Continued

TRADE CERTIFICATES ISSUED - 1990

TRADE	JOURNEYMAN CERTIFICATES	COMPLETION OF APPRENTICE-SHIP CERTIFICATES	EXCHANGE CERTIFICATES	RED SEALS TO COMPLETING APPRENTICES	EXTENDED REAL SEAL PROG.	UPDATING CARDS	NUMBER OF CERTIFICATES REPLACED			NUMBER OF POCKET I.D. CARDS REPLACED		
							JOURNEYMAN	COMPLETION OF APP.	EPB/GPB	JOURNEYMAN	COMPLETION OF APP.	UPDATING
PRINTING & GRAPHIC ARTS	56	36								2		
- - BINDERY II	3	2										
RECREATION VEHICLE MECH.	29	13								1		
REFRIGERATION & A.C. MECH.	51	48	2	44	2					3	1	
ROOFER	33	9		8	2		1			5	1	
SAWFILER	4	3										
SAWFILER (CIRCULAR)	0	0										
SHEETMETAL WORKER	54	53		53		26	2	1		7	6	
SPRINKLER SYSTEMS INSTALLER	4	8	2	8		9	1			2		
STEAMFITTER - PIPEFITTER	148	54	3	51	18		10	3		20	3	
STEEL FABRICATOR	47	11								1		
TILESETTER	2	0										
TOOL & DIE MAKER	6	-										
TRANSPORT REFRIG. MECH.	5	5										
WATER WELL DRILLER	23	19								2		
WELDER	401	281	16	281	56	215	16	3		110	28	
WELDER (SECOND CLASS)						5	1			12		
TOTALS	**5932**	**3633**	**176**	**2695**	**365**	**1764**	**395**	**60**	**40**	**623**	**189**	**7**

TABLE 8

EXAMINATIONS ADMINISTERED BY FIELD SERVICES DIVISION

TRADE	APPRENTICESHIP EXAMINATIONS								JOURNEYMAN EXAMINATIONS QUALIFICATION TRADES		JOURNEYMAN EXAMINATIONS PROFICIENCY TRADES		INTERPROVINCIAL STANDARDS EXAMINATIONS	TOTALS
	1ST YR		2ND YR		3RD YR		4TH YR							
	TH	PR	TH	PR	TH	PR	TH	PR	TH	PR	TH	PR	TH	
AGRICULTURAL MECHANIC	51		20						18					89
APPLIANCE SERVICEMAN	33		20		12				25					90
AUTOBODY MECHANIC	234	50	198		158						33	33	201	907
BAKER	56		27		65				52					200
BARBER			6		4						17	15		42
BEAUTICIAN	117		689	683							120	99	580	2288
BOILERMAKER	35		39		15				40				24	153
BRICKLAYER	18	1	19		38	37			6	2			38	159
CABINETMAKER	120	9	89	1	58		43	43	3	3				369
-PRODUCTION									1					1
CARPENTER	571	150	319	16	233	3	185	180	110	114			207	2088
CEMENT FINISHER	11		8						8					27
COMMUNICATION ELECTRICIAN	28		18											46
- CONSTRUCTION	21		13		3				12					49
- LINE & STATION							4		10					14
- SWITCHING									4					4
- TOLL			4				9		5					18
COOK	369		106		206				191				256	1128
CRANE & HOISTING OPERATOR														0
- MOBILE CRANE	14										216			230
- TOWER CRANE											4			4
- BOOM TRUCK											552			552
ELECTRICAL REWIND MECHANIC	33		15		1		8		24					81
ELECTRICIAN	800		537		451		354				140		378	2660
- SECOND CLASS														0
ELECTRONIC TECHNICIAN	66		49		44		31				41		37	268
ELEVATOR CONSTRUCTOR											7			7
ELEVATOR CONST. (IMPROVER)														0
FLOORCOVERING MECHANIC	16	17	18	18					4	3				76
GASFITTER	65				24						157			246
- SECOND CLASS											58			58
GLASSWORKER	51		27	24	16		18	18	7	7			37	205
HEAVY DUTY MECHANIC	536		368		310		296				201		359	2070
INSTRUMENT MECHANIC	241		127		102		121		68				151	810
INSULATOR	54		26		30				30					140
IRONWORKER	30		14						31					75
LANDSCAPE GARDENER	56		51		47		26		27					207
LATHER-INTERIOR SYSTEMS MECH.	15		8		8	8			7					46
MACHINIST	177		123		105		76		44	39			102	666
MILLWRIGHT	308		188		140		111		239				199	1185
MOTOR MECHANIC	694		488		478		510				236		603	3009
MOTORCYCLE MECHANIC	31		10		11		13				14			79
PAINTER & DECORATOR	46		59		30				51				36	222
PARTSMAN	282		180		149				114					725

TABLE 8 Continued

EXAMINATIONS ADMINISTERED BY FIELD SERVICES DIVISION

TRADE	APPRENTICESHIP EXAMINATIONS								JOURNEYMAN EXAMINATIONS QUALIFICATION TRADES		JOURNEYMAN EXAMINATIONS PROFICIENCY TRADES		INTERPROVINCIAL STANDARDS EXAMINATIONS	TOTALS
	1ST YR		2ND YR		3RD YR		4TH YR							
	TH	PR	TH	PR	TH	PR	TH	PR	TH	PR	TH	PR	TH	
PLASTERER														0
PLUMBER	367		188		181		115				47		128	1026
POWER LINEMAN	71		32		34				21				50	208
POWER SYSTEM ELECTRICIAN	26		19		54		22		6					127
PRINTING & GRAPHIC ARTS	111													111
- PRE-PRESS			20		10		17		14					61
- PRESS			17		10		21		18					66
-BINDERY									1					1
- BINDERY II									1					1
RECREATION VEHICLE MECHANIC	28		12								12			52
REFRIGERATION & A.C. MECH.	56		61		39		63				23		70	312
ROOFER	27		1		10				29				13	80
SAWFILER									4					4
- CIRCULAR														0
SHEETMETAL WORKER	96	28	83	4	74		42	42					42	411
SPRINKLER SYSTEMS INSTALLER	20		3		11				2				7	43
STEAMFITTER - PIPEFITTER			76		36		58				134		93	397
STEEL FABRICATOR	16		18		15				46					95
TILESETTER	11		15		12				2					40
TOOL & DIE MAKER									7					7
TRANSPORT REFRIG. MECH.	8		5		6				1					20
WATER WELL DRILLER	24		24						10					58
WELDER	773	306	481	30	295	281					293	195	379	3033
- SECOND CLASS														0
ENTRANCE "A"	3031													3031
ENTRANCE "B"	1246													1246
ENTRANCE "C"	1789													1789
TOTALS	12879	561	4918	776	3525	329	2143	283	1293	168	2305	342	3990	33512

TABLE 9

FIELD SERVICES DIVISION
SELECTED STATISTICAL DATA - 1990

	NEW APPRENTICES	APPRENTICE GRADUATES	SCHOOL ATTENDANCE	SHOPS REGISTERED	LAC MEETINGS	HIGH SCHOOL VISITATIONS (NO. OF DAYS)
CALGARY	1907	1015	3495	4479	79	21
LETHBRIDGE	347	195	607	629	4	4
MEDICINE HAT	207	122	358	253	5	8
RED DEER	527	267	1002	394	5	14
SOUTH REGION	**2988**	**1599**	**5462**	**5755**	**93**	**47**
BONNYVILLE	170	100	325	405	2	5
EDMONTON	3402	1310	5064	4201	64	22.5
HINTON	302	107	510	338	26	13
VERMILION	216	116	431	292	11	19
CENTRAL REGION	**4090**	**1633**	**6330**	**5236**	**103**	**59.5**
FORT MCMURRAY	216	164	499	153	12	4
GRANDE PRAIRIE	294	117	493	591	17	*
PEACE RIVER	189	67	245	402	6	15
HIGH LEVEL	42	13	40	33	0	0
SLAVE LAKE	54	25	85	0	0	3
NORTH REGION	**795**	**386**	**1362**	**1179**	**35**	**22**
ACCESS INITIATIVES	15	10	49	0	0	0
CENTRAL OFFICE	147	0	179	0	0	0
INTERPROVINCIAL/ INTERNATIONAL APPRENTICES	8	0	9	0	0	0
TOTALS	**8043**	**3628**	**13391**	**12170**	**231**	**128.5**

*Information Not Available

TABLE 10

APPRENTICE STATISTICS, 1990

TRADE	TOTAL REGISTERED TO 31-DEC-90	NEW APPRENTICES IN 1990	APPRENTICESHIP CANCELLATIONS IN 1990	GRADUATES IN 1990	TOTAL NO. OF GRADUATES 1946 - 1990
AGRICULTURE MECHANIC	68	40	11	15	349
APPLIANCE SERVICEMAN	81	34	22	8	149
AUTOBODY MECHANIC	841	250	177	161	3607
BAKER	220	97	48	46	444
BARBER	11	6	2	5	43
BEAUTICIAN	1155	665	220	566	3137
BOILERMAKER	102	29	6	14	273
BRICKLAYER	100	38	14	12	948
CABINETMAKER	424	130	74	44	470
CARPENTER	1844	630	305	161	6503
CEMENT FINISHER	15	5	12	1	6
COMMUNICATION ELECTRICIAN	110	50	7	4	3598
COOK	1067	450	260	182	1583
CRANE & HOISTING OPERATING	113	60	10	0	39
ELECTRICAL REWIND MECH.	56	17	6	2	153
ELECTRICIAN	2774	895	276	283	12599
ELECTRONIC TECHNICIAN	158	46	32	28	767
FLOORCOVERING MECHANIC	82	33	22	13	230
GASFITTER	130	58	10	23	890
GLASSWORKER	148	55	43	13	287
HEAVY DUTY MECHANIC	1656	526	120	312	6595
INSTRUMENT MECHANIC	783	318	65	119	1108
INSULATOR	199	82	31	30	676
IRONWORKER	70	36	4	18	357
LANDSCAPE GARDENER	312	128	89	23	82
LATHER-INTERIOR SYS. MECH.	63	36	6	9	240
LOCKSMITH	0	0	0	0	0
MACHINIST	460	115	57	82	1333
MILLWRIGHT	786	236	51	90	1496
MOTOR MECHANIC	2641	757	403	481	13036
MOTORCYCLE MECHANIC	60	24	17	13	34
PAINTER & DECORATOR	171	65	38	25	883
PARTSMAN	720	250	111	162	2071
PLUMBER	1027	383	110	96	7428
POWER LINEMAN	192	77	2	33	825
POWER SYSTEM ELECTRICIAN	96	63	1	16	91
PRINTING & GRAPHIC ARTS	325	104	107	38	190

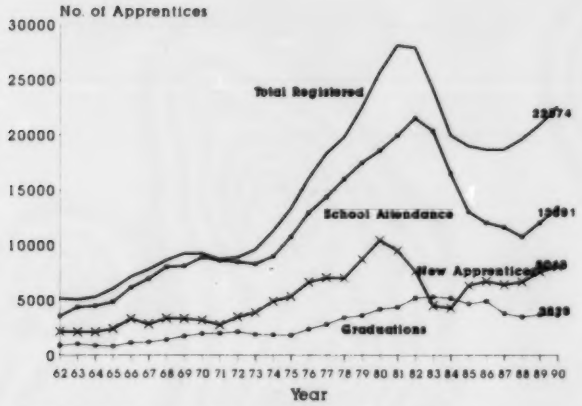
TABLE 10 Continued

APPRENTICE STATISTICS, 1990

TRADE	TOTAL REGISTERED TO 31-DEC-90	NEW APPRENTICES IN 1990	APPRENTICESHIP CANCELLATIONS IN 1990	GRADUATES IN 1990	TOTAL NO. OF GRADUATES 1946 - 1990
RECREATION VEHICLE MECH.	89	38	18	14	70
REFRIGERATION & A.C. MECH.	273	89	36	47	708
ROOFER	78	41	25	9	333
SAWFILER	31	4	4	3	13
SHEETMETAL WORKER	536	178	66	53	3147
SPRINKLER SYSTEMS INSTALLER	88	38	9	8	127
STEAMFITTER - PIPEFITTER	384	148	45	54	1208
STEEL FABRICATOR	68	34	13	11	418
TILESETTER	61	22	11	0	146
TRANSPORT REFIG. MECH.	22	8	3	5	30
WATER WELL DRILLER	45	17	12	17	153
WELDER	1839	638	217	279	10077
TOTALS	**55812**	**8043**	**3228**	**3628**	**88950**

CHART 1

SELECTED APPRENTICESHIP STATISTICS - 1962 TO 1990



School Attendance excludes Updating & Upgrading

CHART 2

INDENTURE AND CANCELLATION RATES - 1962 TO 1990

NOTE: Indenture Rate is the ratio of new apprentices in a year to the sum of the total registered apprentices at the beginning of the year and new apprentices in that year. Cancellation rate is the ratio of cancelled contracts during the year to the sum of total registered apprentices at the beginning of the year and new apprentices in that year.

CHART 3

ATTENDANCE IN EDUCATIONAL IMPROVEMENT COURSES - 1969 TO 1990

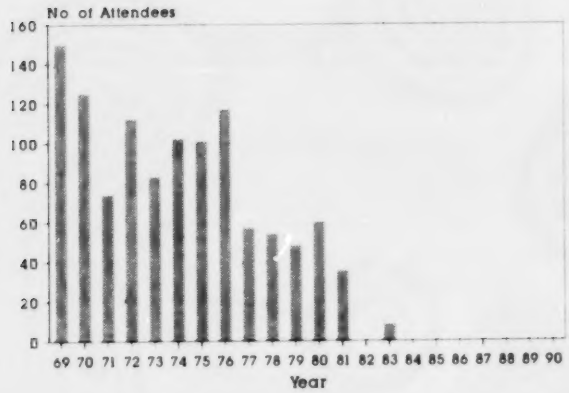


CHART 4

ATTENDANCE IN JOURNEYMAN UPGRADING COURSES - 1969 - 1990

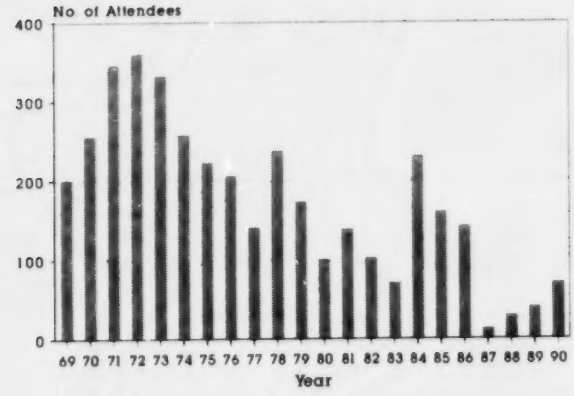


CHART 5

JOURNEYMAN UPDATING COURSE ATTENDANCE - 1984 TO 1990

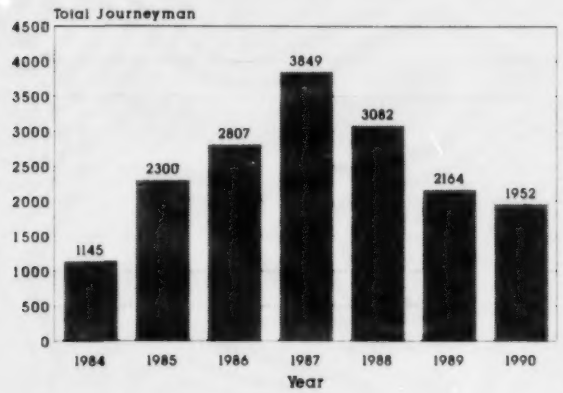
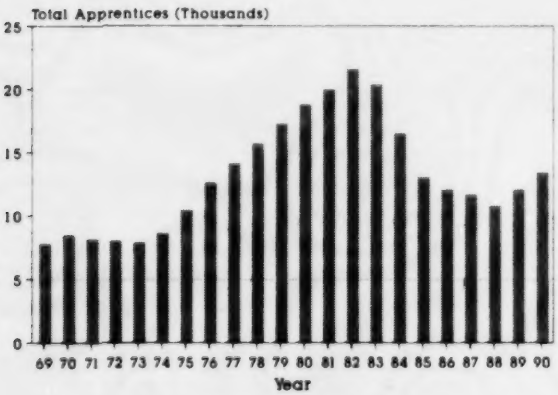


CHART 6

APPRENTICESHIP TECHNICAL TRAINING ATTENDANCE - 1969 TO 1990



APPRENTICESHIP AND TRADE CERTIFICATION FINANCIAL REPORT FOR 1990

INCOME

Fees for the administration of examinations and issuance of certificates resulted in an income of **$107,694.00** during 1990.

EXPENDITURES

The administration of Apprenticeship and Trade Certification programs during 1990, resulted in a total expenditure by Career Development and Employment of $12,663,433. This includes all administrative, delivery and other program support expenditures incurred by the Department. It does not however include other costs incurred in operating the apprenticeship system such as institutional costs, federal expenditure for student support or the cost of training to apprentices and the cost incurred by employers.

EMPLOYMENT AND IMMIGRATION/ALBERTA TRAINING PLAN AGREEMENT

In 1990, the federal government continued to provide financial support for Apprenticeship programs through the provisions of the Employment and Immigration/Alberta Training Plan Agreement. Under this Agreement the Federal Department of Employment and Immigration:

a) paid approximately **$23 M** in direct student support in the form of training allowances (either training allowances or UIC benefits) and travelling allowances to eligible apprentices; and

b) reimbursed the government of Alberta approximately **$17 M** as a portion of the cost of technical training programs for apprentices and journeymen.

INSTITUTIONAL COST

This includes both amortized capital costs and the cost of delivering apprenticeship technical training instruction. The estimated total institutional cost for 1990 was approximately **$53 M**. The net cost to the province of providing apprenticeship technical training is that portion of the total institutional costs which remains after the federal reimbursement made through the Employment and Immigration/Alberta Training Plan Agreement.